Adult Learning Preferences

Most adults learn best by doing - Get them involved

Adults prefer not to have their time wasted

Adults need to have a non-threatening environment where they can take risks

Adult comfort is a priority to encourage learning

1. Adults can learn from the experience of peers as well as from their own experiences.
2. Adults like small group interaction to network formally and informally.
3. Post clear goals, agenda and benefits.
4. Find a need and fix it with practical, concrete examples.
5. Provide a "map of the territory" and refer to it frequently.
6. Protect adults' self-esteem:
   - Clear, written directions for activities.
   - Check for understanding frequently. "Turn to your neighbor and..."
   - Call on volunteers.
   - Never use sarcasm.
7. Establish procedures for returning from breaks or lunch.
8. Establish breaks approximately every 75 minutes (gives people a chance to get out of chairs, stretch, etc.)
9. Provide for a variety of refreshments, especially if in-service workshop is after a full day of teaching. -coffee (decaf / regular) teas, juices and healthy snacks-
10. Graciously accommodate late comers and those who need to leave early even if you do not feel accepting.

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